



**Iowa Law Enforcement Academy  
Agency Performance Plan**

**FY2017**

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# I. Introduction

## **Iowa Law Enforcement Academy Services, Products, and Activities:**

- We provide training for six Basic Level I schools
- Certification through 2 intermediate schools and 3 regional academies
  - Certification through examination for officers from another state
    - Law Enforcement certification classes
    - Instructor recertification classes
    - Specialty training schools
- Specialized law enforcement schools conducted through grant funds
  - Basic Jailers training schools
  - Temporary holding Jailers schools
  - In-service Jailers schools
  - Basic 40 hr. Telecommunicator schools
  - Advanced Telecommunicator schools
  - In-service Telecommunicator schools
- Medical related schools (First Aid, CPR/AED)
- Leadership Training Programs and Classes
- Pre-employment Psychological and Physical Fitness Testing

Through our programs and services we have trained/certified over 10,000 officers. We have also administered and evaluated over 600 pre-employment tests. Our goals are to continue to offer and expand our outreach to law enforcement officers in the areas of training, certification, recertification and pre- employment testing.

## **II. Agency Overview**

### **Vision:**

**The Iowa Law Enforcement Academy provides outstanding basic, specialized and leadership training to Iowa peace officers, jailers, and telecommunicators.**

### **Mission:**

**“Professionalism Through Training.”**

### **Guiding Principles:**

- Service**
- Teamwork**
- Excellence**
- Ethics**
- Professionalism**

### **Core Functions:**

**To provide basic training, specialty training, instructor training, leadership training and administrative functions to peace officers, jailers, and telecommunicators.**

### III. Results/Measures

Name of Agency: Iowa Law Enforcement Academy			
Agency Mission: Professionalism Through Training			
Core Function	Performance Measure (Outcome)	Performance Target(s)	Link to Strategic Plan Goal(s)
CF: Provide basic training to peace officers, jailers, and telecommunicators.			Goal 1: Improve basic training to peace officers, jailers, and telecommunicators.
Desired Outcome(s):			
Improving the quality of basic training experiences for peace officers, jailers and telecommunicators.	Graduates of basic training programs will be asked to complete course assessments/ addition of BLUE COURAGE training for basic recruits.	Greater than 80% responses fall within highest approval ratings	
Improving the consistency and standardization of the basic training experiences for peace officers, jailers, and telecommunicators.	Basic class averages will be analyzed over time. Technology improvements and upgrades to aid training experiences /laptops, upgraded radios and upgraded dorm furnishings	Less than 5 failures per year	
Services, Products, Activities	Performance Measures	Performance Target(s)	Strategies/Recommended Actions
Basic training opportunities for peace officers, jailers, and telecommunicators.	All Academy instructors will undergo training or / national certification in two or more instructional areas	Greater than 75% by 2017	Funding will be prioritized to provide for, or update certification and / or credentialing for instructional staff.
	Basic academy instruction will utilize fewer adjunct instructors	Less than 25% by 2017	Restructure personnel responsibilities to better utilize instructional staff.
	Paperless for instructors	By 2018	
	Curriculum review and update teaching materials	Implemented by 2018	
Core Function	Outcome Measures	Outcome Targets	Link to Strategic Plan Goal(s)

Provide specialty training to peace officers, jailers, and telecommunicators			Goal 2: Improve specialty training to peace officers, jailers, and telecommunicators.
Desired Outcomes:			
Improving the quality of specialty training experiences for peace officers, jailers, and telecommunicators.	Graduates of specialty training programs will be asked to complete course assessments.	100% responses fall within highest approval ratings	Improving the quality of specialty training experiences for peace officers, jailers, and telecommunicators.
	Paperless for courses (thumb drives)	100% by 2018	
Services, Products, Activities	Performance Measures	Performance Target(s)	Strategies/Recommended Actions
Specialty training opportunities for peace officers, jailers, and telecommunicators.	Increase number of specialty training events.	5% more events by 2018	Use online registration system data, then forecast optimal times and topics for future classes.
Continue FBI/LEEDA Leadership Series	Increase participation	5% more participants by 2018	
BLUE COURAGE Training Class	Offered state wide	State wide participation	
Core Function	Outcome Measures	Outcome Targets	Link to Strategic Plan Goal(s)
Provide leadership training to peace officer, jailer, and telecommunicator administrators and command staff.			Goal 3: Improve leadership training to peace officer, jailer, and telecommunicator administrators and command staff.
Desired outcomes:			
Improving the quality of leadership training for peace officers, jailers, and telecommunicators.	Graduates of specialty training programs will be asked to complete course assessments.	100% responses fall within highest approval ratings	
Increasing attendance at leadership training events.	Registrants for leadership programming will increase.	5% increase in attendees	
Developing leadership training to be inclusive of command staff for jailers and telecommunicators.	Rosters of participants will depict command staff for jailers and telecommunicators.	10% of attendees	
Services, Products, Activities	Performance measures	Performance Targets	Strategies/Recommended Actions
Leadership training opportunities for peace officer, jailer, and telecommunicator administrators and command staff.	Obtain and review data on the current leadership program	2% more events by 2018	Develop in-house expertise in leadership programming and continue outside recruitment strategies. (Additional instructor on

			loan from DOT)
	Increase attendance of command staff at training events	5% increase by 2018	Increase market saturation of the leadership programming
	Develop leadership training to be inclusive of command staff for jailers and telecommunicators		Collaborate with partner organizations to identify the needs of jailer and telecommunicator command staff.
<b>Core Function</b>	<b>Outcome Measures</b>	<b>Outcome Targets</b>	<b>Link to Strategic Plan Goal(s)</b>
Provide Administrative functions to include employment testing, oversight, inspection, review, and compliance.	Continued staff participation in pre-employment testing, (CTE, Psychological, and PT )		Goal 4: Increase utilization of the administrative functions, to include employment testing, oversight, inspection, review, and compliance
<b>Desired Outcomes:</b>			
Increase the professionalism of peace officers, jailers, and telecommunicators	Complete curriculum review. All instructors complete BLUE COURAGE	Curriculum review completed by 2018 Contract with an Education specialist to assist with curriculum review	
<b>Services, Products, Activities</b>	<b>Performance Measures</b>	<b>Performance Targets</b>	<b>Strategies/Recommended Actions</b>
Provide administrative functions to agencies to include employment testing, oversight, inspection, review, and compliance.	Compliance an inspection site visits of the intermediate and regional academies.	Ongoing	Provide training and reassign instructional staff to accommodate the increased oversight and inspection of intermediate and regional academies.

# PERFORMANCE MEASURES MAINTENANCE

<b>CODE</b>	<b>NAME</b>	<b>FY16</b>	<b>GOALS FOR FY17</b>
467-25500-002	Number Instructional Staff Attending Professional Training	<b>20</b>	<b>20</b>
467-25500-003	Number of Articles Published Annually by Instructional Staff	<b>9</b>	<b>10</b>
467-25400-002	Percent Officers Trained – Domestic and Sexual Abuse Response	<b>624</b>	<b>700</b>
467-25100-001	Number of Officer/Student Contact Days in Training	<b>447</b>	<b>447</b>
467-25100-002	Number of Officers Trained	<b>10,197</b>	<b>10,200</b>
467-25200-001	Number of POSTs Administered, Scored	<b>32</b>	<b>30</b>
467-25200-002	Number of MMPIs Administered & Evaluated	<b>569</b>	<b>550</b>
467-25300-001	Percent of Agencies in Compliance w/Regulations	<b>100%</b>	<b>100%</b>
467-25-001	Percent of Officers Completing Basic 14-Week Training Class (FY15 = 211)	<b>99%</b>	<b>100%</b>
467-25400-001	Number of SFST/HGN Basic Courses Taught	<b>70</b>	<b>70</b>
467-25500-001	Percent of Funding From Other than General Fund Sources	<b>68%</b>	<b>68%</b>
467-25500-004	Percent of Electronic Training Records with Accurate Info	<b>96%</b>	<b>96%</b>
467-25100-003	Percent of Stakeholders Rating Training Very Good/Excellent	<b>100%</b>	<b>100%</b>
467-25100-004	Cost per Hour for Basic Level I Certification School	<b>\$15.99</b>	<b>\$16.00</b>



## **Resource Allocations:**

**We have 3 funding streams:**

- 1. General fund (\$1,003,214.00)**
- 2. Revenues (included below)**
- 3. Tuitions/Grants (\$1,946,573.00)**